

2024 AGM Motion Form

Mover Leisha Hawker

Seconder: Robyn MacQuarrie

Note: The mover and seconder must be in attendance (in person or virtually) for the business session of the AGM.

Date of Submission: March 1/24

Proposed Motion: BE IT RESOLVED THAT Doctors Nova Scotia conduct a comprehensive review to identify and address structural gender-based bias in fee codes and physician remuneration.

Motion Type:

- By-laws Motion** (Requests or requires a change to the Doctors Nova Scotia By-laws)
Must be received by Doctors Nova Scotia no later than Friday, March 22, 2024.
- Policy Motion** (Describes the position that Doctors Nova Scotia should take on an issue)
Must be received by Doctors Nova Scotia no later than Friday, March 22, 2024.
- Directive Motion** (Describes a specific direction/action that DNS will explore or initiate)
Must be received by Doctors Nova Scotia no later than Friday, March 22, 2024.

Rationale (Maximum of 500 words/1 page. References to evidence/research and examples can be cited.)

Women on average [earn 87 cents to every dollar earned by men](#) and women are still [significantly under-represented in leadership positions](#). Women make up a substantial and increasing proportion of the physician workforce and yet medicine is no exception to gender based inequities.

Recent literature reports [equivalent or superior](#) patient communication and health outcomes for women surgeons and physicians. However, women in medicine receive lower patient ratings, [fewer awards](#), [less advancement opportunities](#), and pay inequity. On average, [female physicians in Canada earn 9.3% less than their male counterparts](#) and there is an [inverse relationship between the proportion of female physicians in a specialty and the mean salary in that specialty](#).

There is also a trend toward the devaluation of the health care provided to female patients. Surgical procedures for women are reimbursed at a lower rate than similar procedures for men even though there is [“no medically justifiable reason for this disparity”](#). This leads to [“double discrimination”](#) in obstetrics and gynecology.

We see this in family medicine as well. Our [current fee code for cervical cancer screening](#) precludes claiming a visit for other gynecological or obstetrical health concerns during the same visit. This negatively impacts patients and the physicians providing this type of care which is overwhelmingly female physicians.

More than just disadvantaging women physicians, this systemic bias threatens the quality of care for women and the devaluation of health care provided to women needs to be further explored.

Given Doctors Nova Scotia's commitment to equity, we recommend conducting a comprehensive gender-based analysis of fee codes, remuneration methods, and pay relativity to identify gender disparities and develop a plan to promote fair and equitable compensation for all physicians. Meaningful change to address this systemic inequity will benefit women in medicine, the medical profession as a whole, and the care of Nova Scotian women.

References:

<https://women-gender-equality.canada.ca/en/gender-based-analysis-plus/what-gender-based-analysis-plus.html>
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10322158/>
<https://pubmed.ncbi.nlm.nih.gov/31577348/>
<https://pubmed.ncbi.nlm.nih.gov/35895969/>
<https://pubmed.ncbi.nlm.nih.gov/33706362/>
<https://pubmed.ncbi.nlm.nih.gov/27528703/>
<https://hbr.org/2018/06/whats-holding-women-in-medicine-back-from-leadership>
<https://www.sciencedirect.com/science/article/abs/pii/S016885102200224X#:~:text=On%20average%20female%20physicians%20earn%20approximately%2010%25%20less%20than%20males.&text=The%20gap%20varies%20by%20specialty%20and%20geography.&text=Gender%20gap%20widens%20at%20the%20high%20end%20of%20the%20earnings%20distribution.>

Does this motion align with one or more of our strategic priorities?

- Connect the Profession
- Advocate on Behalf of the Profession
- Serve the Profession

Comments:

Please attach any background information or documentation that supports your motion.

Send completed form to:

Charmaine Smith

Director, Corporate Services

Email: charmaine.smith@doctorsns.com